

# NEWSLINE

Published weekly for employees of Lawrence Livermore National Laboratory

Friday, March 7, 2003

Vol. 28, No. 9



## FROM THE DIRECTOR'S OFFICE

DONA CRAWFORD

### Fostering teamwork while preserving individual initiative

*Director's note: Senior management recently unveiled a set of values for the Laboratory. Each value will be discussed in a Director's Office column. Today, Dona Crawford, AD for Computation, looks at the fifth value — teamwork while preserving individual initiatives.*

We pride ourselves in our ability to work together as a team. It was an approach set into motion by our founder, E.O. Lawrence. The Lab's first director Herb York followed Lawrence's lead and established a matrix organization, a distinguishing feature of Livermore. In this approach, experts in various relevant disciplines assemble as a team and work together to understand and solve complex problems.

Our ability to do things as tightly integrated teams is embedded in the very fabric of our institution. When we all share the same goals and work together, the Lab is at its best in solving the important national security issues of our time. Whether it is technology to counter terrorist threats, computer simulations to ensure our nuclear stockpile remains safe, secure and reliable, decoding DNA that will lead to the end of a life threatening disease, or building lasers to harness the power of fusion or solve untold physical mysteries —

See **VALUES**, page 8

## New performance program seeks comment

The Laboratory is rolling out its new Integrated Performance and Pay Program for employee comment. In his February all-hands meeting, Director Michael Anastasio unveiled the proposed program, adding employees would get an opportunity to provide comments on the various materials. What follows is a summary of the new program, along with some answers to frequently asked questions, and an implementation schedule.

Employees may submit any comments by email to [performancemanagement@llnl.gov](mailto:performancemanagement@llnl.gov), or to Performance Management at L-711. Comments must be submitted by March 31. The complete packet of materials is also available on the Web at

[www-r.llnl.gov/IPPP](http://www-r.llnl.gov/IPPP) along with the Director's "all hands" presentation. *Newsline* will also carry articles on the proposed system throughout the comment period.

As Jan Tulk, AD for Administration and Human Resources, points out in a memo accompanying the materials, the proposed Integrated Performance and Pay Program is a redesign of the Laboratory's performance management system. The goal is to better align the performance management system with the Laboratory's values, goals, and business needs. It also reflects input from the

See **PERFORMANCE**, page 5

## Lab scientist discovers new source of neutrinos

Anne M. Stark

NEWSLINE STAFF WRITER

Lab astrophysicist Diego Torres, working with an international group of researchers, has discovered that high-energy neutrinos — particles that rarely interact with other matter — are produced in the accretion discs of neutron stars in amounts significant enough to be detected by the next-generation of neutrino telescopes.

Using computer simulations, the scientists have shown that magnetized, accreting neutron stars can be a significant new source for high-energy neutrinos. Neutrinos are thought to be the final outcome of a chain of reactions initiated by proton (hydrogen atoms devoid of electrons) collisions between matter sitting in the accretion disc and particles accelerated in the pulsar magnetosphere.

A neutron star is a compact object, one possi-



UNIVERSITY OF WISCONSIN

A new observatory being built in the South Pole will be able to detect neutrinos (above) crashing into an atom of ice.

ble end-point of the evolution of a massive star. They are often in binary star systems. In such sys-

See **NEUTRINO**, page 8

## Bernie Penetrante remembered for seminal work in optics physics

Bernie Penetrante, leader of the High Explosives and Organics in H Division, died Monday at the Laboratory, following a massive heart attack. He was 43.

Bill Goldstein, AD for Physics, and Ed Moses, NIF Project Director, described Penetrante as a tireless worker who performed seminal work in understanding and improving the performance of high-intensity optics of the National Ignition Facility. "He developed techniques that will be broadly applied in all



Bernie Penetrante

future high-energy/high-power laser facilities," Goldstein said.

Penetrante of San Ramon joined the Lab in 1988 as a postdoc working in V Division. Prior to that he was a research assistant professor in the Electrical Engineering Department at Polytechnic University in New York. Penetrante earned his Ph. D. in physics from the University of Pittsburgh in 1983 and his bachelor's in physics from State Univer-

sity of New York at Buffalo in 1980.

During his career, Penetrante received several performance awards from the NIF Directorate for his work on developing NIF optics. He also received recognition and distinguished achievement awards from the Physics and Energy directorates. In 1986 he was awarded a National Science Foundation Innovative Engineering Research Award for work on generation of high-energy-density plasmas using X-ray-driven implosion.

See **PENETRANTE**, page 3

**DDLS**  
2003

LANL's Agnew to  
speak

– Page 3



Science on  
Saturday kicks off

– Page 7



Training with  
class

– Insert



## LAB COMMUNITY NEWS

### Weekly Calendar

Saturday  
**8**

There are still 15 spaces available in the adult program of this year's **Tri-Valley Expanding Your Horizons** in Science and Mathematics conference at the SBC

Administrative Center in San Ramon. The adult program runs from 9:30 a.m. to 2:30 p.m. and includes a financial planning presentation, a talk about the University of California and California State University systems, and a college admission presentation. More information is online at <http://www.llnl.gov/eyh/adults03.html> Phone registration for the adult program only is still being accepted. Call the adult program directly at 2-3154 if you are interested in registering.

...

There will be a scheduled **power outage** from 7 a.m. to 2 p.m. in the following locations: Bldg. 251 and Trailers 1884, 1885, 2552 and 2580. Contact: Mark Cardoza, 3-0490.



B Division needs your books, videos and CDs for its annual **spring book sale**, March 17-21, in Bldg. 132, room 1200 (Q- or L-cleared

access only). Used books, videos, CDs and books-on-tape are needed; all proceeds are used to buy Christmas gifts for needy children. Collection boxes are available in the lobby of Bldg. 132; Bldg. 663, and Bldg. 253, room 1531, or call Lynn Groves, 2-1684.

...

The Employee and Organization Development Division (EODD) is offering a brown-bag briefing for employees interested in pursuing an undergraduate or graduate degree at noon Wednesday, March 19, in Bldg. 571, room 2301. This is an opportunity for employees to learn about the **Lab's tuition assistance program**, meet others interested in going back to school, and talk one-on-one with EODD staff. To register for this briefing, call 4-5479.

...

The LLNL Retirees **Travel Slide Group** will meet at 2 p.m. on Tuesday, March 25 at the Livermore Library. Richard Hasbrouck will present, "Three Views of Mexico: Yucatan, Baja and Oaxaca." The slide group meets the fourth Tuesday of the month, January through June.

...

Registration is now available for the **"Comprehensive Retirement Planning Workshop"** to be held April 3-4 (PS8023) and "Intermediate Investment Planning Workshop," April 11 (PS8022). Space is limited, so register early via the Web.

...

Are you prepared for the next step in your life? Being financially prepared is important, but there's so much more. **"Retired to Re-Inspired"** (ED4200) will provide a unique opportunity to generate new possibilities as your focus shifts from economic success to fulfillment of your vision. This course will be held at the Training Center (T1879) on April 29, from 8:30 a.m. - 4:30 p.m. Cost of course \$150-240. To register, sign up online at LTRAIN, [https://www-ais.llnl.gov/llnl\\_only/docs/hr/ltrain](https://www-ais.llnl.gov/llnl_only/docs/hr/ltrain), or contact 2-4842.

### RETIRES' CORNER

#### Retirees Corner

BY GUS AND JANE OLSON

**Garith and Amy Helm** (e-mail: helm2x@earthlink.net) quickly got into the swing of retirement after leaving LLNL in December (Garith from Mechanical Engineering and Amy from Laboratory Services). January found them on a three-week trek in their motor home to Morro Bay, Santa Barbara and San Diego, ending their trip basking in the Palm Springs' sun for a week.

They'd planned to go on to Arizona but had to return home to get ready for their next trip! In February, they took a seven-day cruise to the Mexico Riviera with fellow retirees Al Mathews and Carol Asher Mathews, visiting Puerto Vallarta, Mazatlan and Cabo San Lucas. A great time was had by all!

We were saddened by the news that **Karen Maslin** (retired from Mechanical Engineering, 2001) lost her log cabin home near Topaz, Calif. Eighty mile-an-hour winds started a fire in or around the wood burning stove and the house quickly burnt to the ground along with all of the contents. Karen was lucky to escape with her new puppy and her car keys. Karen has our sincere sympathy and our best wishes in her upcoming challenges.

As well as taking numerous trips, many LLNL Retirees are involved in volunteer work. **Carol Counts** and **Janice Keller** work at the Open Heart Kitchen and **Barb Ehlert-Doggett** volunteers with the Tri Valley Haven for Women.

**Al Cassell** (Mechanical Engineering) has been volunteering in Ottawa, Kan., with a program called "Heart by Heart." He goes into public schools and participates in an activity called "History, I lived it!" He talks about his life experiences such as being in the Amphibious Corps of the Navy in World War II and meeting Franklin Roosevelt when he was a kid. Some other participants talk about going across Kansas in a covered wagon or flying the airmail with Charles Lindburgh or even growing up as a Comanche. The most unusual thing was to take the class outside on the playground and teach them to play marbles. He also has been teaching at the local college, Ottawa University, teaching English to foreign students from Japan, China and Malaysia.

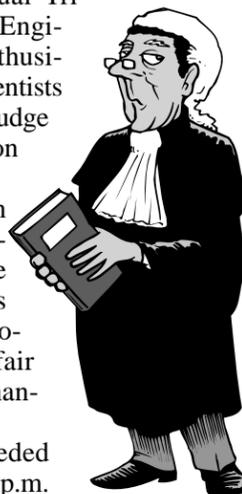
He also volunteers every week at the big new tourist information building on Highway 35. He would love to hear from anyone who wants to write (e-mail: henry8@ott.net).

#### Judges needed for local science and engineering fair

The seventh annual Tri-Valley Science and Engineering Fair needs enthusiastic and energetic scientists and engineers to help judge student projects on Thursday, April 3.

"One of the main highlights for the students is having the opportunity to discuss their research with professionals," said fair director Karen Kiernan-Rodriguez.

Judges are needed from 7:30 a.m. to 1:30 p.m. on Thursday, April 3, at the Blackhawk Museum in Danville. To volunteer, contact Connie Ruvalcaba-Olson at 4-4640 or ruvalcabaolson1@llnl.gov.



Approximately 50 people attended the seventh almost annual luncheon of the chemistry group known as the ACS group. This acronym can be interpreted as the Aging, Ancient or Advanced Chemistry Society depending on who you talk to. This is a group of mainly analytical chemists who meet informally to visit and renew acquaintances. It is open to all who are interested in coming to the luncheon. If you would like more information or to add your name to the contact list, e-mail **Robert Lim** at [annalim@Juno.com](mailto:annalim@Juno.com) or call (925) 447-3036.

At the February luncheon, **Dick Hatfield** received a special recognition plaque from the Laboratory to recognize not only Dick's three years as chair of the Retirees Network, but his special contribution to the 50th anniversary and organization of Retirees' activities as part of the Laboratory's special events. **Alan Mode**, new chair, made the presentation.

There are a number of positions where the Retiree Network could use additional help. It is an opportunity for people to learn more about the network and the many great activities that the Retirees' Network does each year. A list of opportunities will be posted shortly on the web site ([llnl-retirees.org/home.html](http://llnl-retirees.org/home.html)).

The Laboratory archivist - Maxine Trost - is going to be bringing historic documents and pictures to the luncheon meetings, asking all retirees to help identify events and people from the Lab's past. Come to the luncheons and help us document the Lab's history.

The Retirees Network also has a monthly travel slide show which meets on the fourth Tuesday of each month, January through June, 2 p.m. at the Livermore Library. On March 25, **Richard Hasbrouck** will present, "Three Views of Mexico: Yucatan, Baja, and Oaxaca." On April 25, Arlene and Stephen Chin will present, "Antarctica: Penguins, Icebergs, and What Else?"

The retirees have "adopted" the Lab blood drive. Retirees are eligible to donate blood also and the next drive is April 14-17--walk-in's welcome after the first hour. Schedule an appointment for the Lab's mobile drive at: [www.beadonor.com](http://www.beadonor.com)--company code: LLNL. Donor eligibility questions should be directed to the American Red Cross at 1.800.448.3543.

Any LLNL retiree who would like to help at the blood drives is welcome, after an orientation, to serve as greeters or in the canteen. Contact the LLESA office for information (925.422.9402) or send an e-mail to [BJuneHill@aol.com](mailto:BJuneHill@aol.com).

Remember, Gus and Jane Olson are now compiling the Retiree's Corner and would like any news or input you might have on retiree activities. E-Mail: [AugustO@aol.com](mailto:AugustO@aol.com) or [JaneRubert@aol.com](mailto:JaneRubert@aol.com). Phone: (925) 443-4349, snail mail address: 493 Joyce St., Livermore, CA 94550.

### Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

#### Contacts:

Media & Communications manager: Lynda Seaver, 3-3103

Newsline editor: Don Johnston, 3-4902

Contributing writers: Elizabeth Campos Rajs, 4-5806; David Schwoegler, 2-6900; Anne M. Stark, 2-9799; Stephen Wampler, 3-3107; Gordon Yano, 3-3117. For an extended list of Lab beats and contacts, see <http://www.llnl.gov/llnl/06news/NewsMedia/contact.html>

Designer: Denise Kellom; Julie Korhummel, 2-9709

Distribution: Mail Services at LLNL

Public Affairs Office: L-797 (Trailer 6527), LLNL, P.O. Box 808, Livermore, CA 94551-0808  
Telephone: (925) 422-4599; Fax: (925) 422-9291  
e-mail: [newsline@llnl.gov](mailto:newsline@llnl.gov) or [newsline@llnl.gov](mailto:newsline@llnl.gov)  
Web site: <http://www.llnl.gov/PAO/>

## AROUND THE LAB



## LANL's Agnew to deliver DDLS

The next Director's Distinguished Lecturer Series talk will be given by Harold Agnew, former director of Los Alamos National Laboratory, on Tuesday at 3 p.m. in the Bldg. 123 auditorium. He will discuss how the twin paths of LLNL and Los Alamos have been intertwined since 1952.

Agnew, who served as LANL director from 1970-79, will reflect on how Livermore and Los Alamos have grown up together, how their strengths and cultures vary, and how their combined talents — and the value of peer review — have enriched the nation.

Director Michael Anastasio invites all employees to attend this talk.

Agnew's career in defense began when as a young college student, he relocated to the University of Chicago to join the Manhattan Project, working with Enrico Fermi. He was present on Dec. 2, 1942, when the first self-sustaining nuclear chain reaction was initiated and controlled.

He joined Los Alamos in 1943 to work on the atomic bomb and was aboard the plane that bombed Hiroshima. His were the only photographs of the event.



Harold Agnew

In the '50s, Agnew was a manager at LANL when the opening of a second laboratory at Livermore was debated in Los Alamos and Washington. He took a leave of absence from Los Alamos in 1961 to become science adviser to the NATO supreme allied commander in Europe. He returned to Los Alamos in 1964, where he was named head of the Weapons Physics Division.

In 1970, he succeeded long-time Los Alamos Director Norris Bradbury. As director, Agnew focused his tenure on broadening the scope of Los Alamos, strengthening the theoretical physics program, improving computer resources and developing a better budgeting system.

He left Los Alamos in 1979 and became head of General Dynamics in San Diego.

Agnew won the E.O. Lawrence award in 1966 and the Fermi Award in 1978.

Today he is adjunct professor at UC San Diego and serves on the UC National Security Panel.

## Training required to handle protected health information

More than half of those employees whose work requires them to handle the protected health information (PHI) of others have completed newly required training, according to Jim Wells, Laboratory training manager.

The training is required under the Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA). The Act was established in 1996 to fortify the existing Federal Privacy Act, and strengthens protections of personal and health information of Laboratory employees. Compliance with the implementation of the law is mandatory by April 14.

As of March 4, 219 of the 400 Lab employees identified to take Basic HIPAA Training (PS7016W) had completed their assignment. The training is web-based and takes about an hour. Training requirements are entered into LTRAIN, and those who still must complete the course will be reminded through that system. People are urged to complete the training as soon as possible. Those employees notified that they require this training can find it at <http://edd-server.llnl.gov/HIPAA/PS7016W/index.html>.

To implement the program, Lab employees who use, access, share or handle PHI must take the basic training. Some people also require additional training specific to certain jobs. The first additional module, Health Provider HIPAA Training (PS7017W), became available Feb. 24. Providers include people such as firefighters and employees of the Health Services Department. Employees, who require this and other modules as they become available, will be notified through LTRAIN.

The HIPAA Privacy rule is significant for several reasons. In addition to enhancing protections for health information the Laboratory maintains on each employee, it also limits the use and release of such information, and establishes sanctions for improper use or disclosure.

HIPAA specifically does not cover information that supervisors need to properly manage workplace requirements. This information could include, among other things, occupational illnesses and injuries notification, medical restrictions, and approval of medical surveillance/certification examinations.

Questions regarding HIPAA coverage and implementation should be directed to supervisors or administrators, or to the Staff Relations Office at 2-9501. Posters providing contact information will be placed around the Laboratory soon.

## PENETRANTE

*Continued from page 1*

Penetrante wrote three books, was a co-recipient of nine patents (an additional five are pending), and wrote more than 55 book chapters, journal papers and conference publications.

Last year, Penetrante entered the Executive MBA Program at the prestigious Wharton School, and was already finding ways to apply his studies to important Lab problems.

"Bernie will be deeply missed by all of us who have come to know him," Goldstein said. "His work and spirit will live on."

Penetrante is survived by his wife, Shirley, one brother, his parents and nieces and nephews. Viewing will be from noon to 3 p.m. today at Callaghan Mortuary at 3833 East Ave. in Livermore with services following at 3 p.m. Burial will be in Pennsylvania.

For information about donations to help pay for funeral expenses, contact Illeana Dobie at [dobie2@llnl.gov](mailto:dobie2@llnl.gov).

## DOE announces new carbon capture initiative

WASHINGTON, DC — Energy Secretary Spencer Abraham and Under Secretary of State for Global Affairs Paula Dobriensky announced last week that the United States is taking the lead in forming an ambitious new international effort to advance carbon capture and storage technology as a way to reduce greenhouse emissions.

Speaking at the Energy Department, Abraham said the United States will lead a \$1 billion, public-private effort to construct the world's first fossil fuel, pollution-free power plant. The plant, known as FutureGen, will serve as a "living prototype" of new carbon sequestration technologies and produce both electricity and hydrogen.

Carbon sequestration is a rapidly advancing area of study that has been singled out by President Bush as one of the most promising approaches for reducing the emission of greenhouse gases in the atmosphere. It encompasses a variety of new methods for capturing carbon dioxide from the energy plant exhaust or extracting it directly from the atmosphere, then permanently isolating it.

"FutureGen will be one of the boldest steps our nation has taken toward a pollution-free energy future," Abraham said. "Knowledge from FutureGen will help turn coal from an environmentally challenging energy resource, into an environmentally benign one. The prototype power plant will serve as the test bed for demonstrating the best technologies the world has to offer."

Virtually every aspect of the prototype plant will be based on cutting-edge technology. The government will ask an industrial consortium to design a plant that will turn coal into a hydrogen-rich gas, rather than burning it directly.

The hydrogen would be extracted for use in powering a turbine or fuel cell to generate electricity, or it could also be used in a refinery to help

upgrade petroleum products. The plant could also serve as the model for future hydrogen-production facilities that would produce fuel for President Bush's initiative to develop a new fleet of hydrogen-powered cars and trucks.

Common air pollutants such as sulfur dioxide and nitrogen oxides would be cleaned from the coal gases and converted to useable byproducts such as fertilizers and soil enhancers. Mercury pollutants would also be removed. Carbon dioxide, a greenhouse gas, would be captured and sequestered in deep underground geologic formations.

In addition to the FutureGen announcement, Under Secretary Paula Dobriensky, outlined plans for creating the "Carbon Sequestration Leadership Forum," which will hold its first meeting in Northern Virginia in June.

The Forum will bring together Ministerial-level representatives to discuss the growing body of scientific research and emerging technologies for sequestering or otherwise storing carbon dioxide. It could also provide an international venue for planning future, multilateral carbon sequestration projects.

"International cooperation is an important component of President Bush's climate change policy, and these initiatives offer a way to mobilize the global community, including governments and the private sector," said Under Secretary Dobriensky.

"The Forum is designed to build upon the leadership this Administration has demonstrated in climate change science and technology. Our vision is based on the belief that scientific and technological advances will help enhance our ability to meet our energy needs while reducing the environmental impact," added Under Secretary Dobriensky.

Secretary Abraham said the United States will use the opening meeting of the Forum to invite other nations to join the FutureGen initiative.



## NEWS YOU CAN USE

### Retired fleet director to speak at the Laboratory

The LLL Women's Association has invited Capt. Shirley Kohlwes, a retired executive with the Red and White Fleet, to speak at the Lab on Tuesday at 10:30 a.m. in the Bldg. 481 auditorium.

To give employees an opportunity to meet Kohlwes before her talk, a reception will be held near the auditorium from 9:30-10:30 a.m. and refreshments will be available.

The Red and White Fleet is a division of Crowley Marine Services where Kohlwes served for more than 20 years. At the time of her retirement she held the position of operations director in which she was responsible for fleet operation. She will discuss her maritime career and her experiences as a woman ferry boat operator.

A pioneer in her field, Kohlwes earned her



Capt. Shirley Kohlwes

Merchant Mariner certificate and then went on to be credentialed as the first female ferry boat operator in the San Francisco Bay Area.

In her days as ferry boat operator, she had responsibility for shuttling boats as well as directing work boats serving as tank escorts throughout the San Francisco Bay.

Kohlwes currently serves as the director of career growth and development at the California Maritime Academy (CMA) where she provides professional expertise in promoting careers in the maritime field to CMA's students.

"Capt. Shirley has been a pioneer for women wanting to be in the Maritime Industry — both on ships and behind a desk," said Chelle Clements, vice president of the Women's Association.

**Preserve  
LLNL  
History**

Your documents, photographs  
and memorabilia can make an  
important contribution to  
the historical record of  
the Laboratory.

If you are moving, retiring  
or just cleaning out your office,  
call Beverly Bull at 3-2772.

## ◆◆◆ Technical Meeting Calendar ◆◆◆

**Friday  
7**

### CHEMISTRY & MATERIALS SCIENCE/ ENERGETIC MATERIALS CENTER

"Faux Explosives," by John Kury. 10:30 a.m., Bldg. 191, LX room. Contacts: Kevin Vander-sall 2-3337, or Sue Stacy, 4-2607.

### CHEMISTRY & MATERIALS SCIENCE MATERIALS SCIENCE & TECHNOLOGY

"Biological and Materials Science Applications of Surface-Enhanced Raman Spectroscopy," by Chad E. Talley. 3:30 p.m., Bldg. 235, Gold Room. Coffee and cookies will be served at 3:20 p.m. Contact: Tom Felter, 2-8012, or Rebecca Browning, 2-5500.

### PHYSICS AND ADVANCED TECHNOLOGIES

"The Evolution of Normal Galaxies: Masses, Star Formation and Mergers," by Christopher J. Conselice, Caltech. Noon, Bldg. 319, room 205 (uncleared area). Contacts: Michael Gregg, 3-8946, or Sandra Maldonado, 3-0621.

**Monday  
10**

### PHYSICS & ADVANCED TECHNOLOGIES

"Nonlinear Landau Damping to Multiple-Wave Final States (of the Type Observed in a Recent Laser-Plasma Experiment)," by John J. Dorn-ing, University of Virginia. 3 p.m., Bldg. 543, room 2074 (uncleared area). Contacts: Bruce Cohen, 2-9823, or Judith Knecht, 2-5487.

### LASER SCIENCE AND TECHNOLOGY

"Prototype FOA Performance and Activation of the OSL Upgrade," by Mike Nostrand. 11 a.m., Bldg. 481, room 1000 auditorium. Contacts: Mike Nostrand, 2-2712, or Leticia Molina, 2-7715.

### CHEMISTRY & MATERIALS SCIENCE/ ANALYTICAL & NUCLEAR CHEMISTRY

"Synthesis & Evaluation of Actinide Imprinted Resins," by Karen Noyes, Nuclear Engineering Department, MIT. 10 a.m., Bldg. 151, Room 1209 Stevenson Room (uncleared area). Contacts: Howard Hall, 2-7446, or Brynn

Bollinger, 2-6637.

**Tuesday  
11**

### PHYSICS & ADVANCED TECHNOLOGIES

"Jet Tomography of High Density Nuclear Matter at RHIC," by Jennifer Klay, Lawrence Berkeley National Laboratory. 1:30 p.m., Bldg. 211, room 227 (uncleared area). Contacts: Mike Heffner, 2-6762, or Pat Smith 2-0920.

### ENERGY & ENVIRONMENT

"Statistical Inversion of Electrical Resistivity Data Using the Stochastic Engine," by Abelardo Ramirez. 10 a.m., Trailer 1456, room 1010 (uncleared area). Contact: Arleen Allsup, 2-2305.

### CHEMISTRY & MATERIALS SCIENCE/ ANALYTICAL & NUCLEAR CHEMISTRY

"Optimization of Radiotherapy Beams for Portal Imaging," by Stella Flampouri, Institute of Cancer Research & Royal Marsden Hospital, Sutton, UK. 1 p.m., Bldg. 151 Stevenson Room 1209 (uncleared area). Contacts: Joerg Lehmann 2-2741, or Bonnie McGurn, 3-2764.

### UNIVERSITY RELATIONS/POSTDOC SEMINAR

"Development of a Raman Amplifier for Ultra-short Laser Pulses in Plasma," by postdoc fellowship candidate Yuan Ping, Princeton University. 10 a.m., Bldg. 319, room 205. As part of the interview process for University Relations Lawrence Postdoc Fellowship Program, each candidate is required to present a talk in his or her field. Contact: Edie Rock, 4-4035.

### LIVERMORE COMPUTING

The LC Customers monthly meeting. 9:30-11 a.m., Bldg. 111 Poseidon Room (Q-cleared).

**Wednesday  
12**

### UNIVERSITY RELATIONS POSTDOC SEMINAR

"The Theory of Discrete Dynamics," by postdoc fellowship candidate Adrian Lew, California Institute of Technology. 10 a.m., Bldg. 319, room 205. Contact: Edie Rock, 4-4035.

### H DIVISION

"Asynchronous Simulation of High-Explosive Deto-

nations," by Adrian Lew, CalTech. 10:30 a.m., Bldg. 211, room 227 (uncleared area). Contact: Robert Rudd, 2-4292, or Donna Vercelli, 2-0976.

**Thursday  
13**

### ENERGY & ENVIRONMENT

"The Stochastic Engine: Application to 'Soft' National Security Problems," by Virginia Johnson. 10 a.m., Trailer 1456, room 1010 (uncleared area). Contact: Arleen Allsup 2-2305

**Friday  
14**

### CHEMISTRY & MATERIALS SCIENCE

"Modeling Anomalous Dislocation Multiplication: A Coupled Atomistic-Dislocation Dynamics Simulation Of Frank-Read Source Operation In FCC Aluminum," by Maurice de Koning. 3:30 p.m., Bldg. 235, Gold Room. Coffee and cookies will be served at 3:20 p.m. Contact: Tom Felter, 2-8012, or Rebecca Browning, 2-5500.

### CHEMISTRY & MATERIALS SCIENCE ANALYTICAL & NUCLEAR CHEMISTRY

"Spectroscopy of Fission Products with CHICO and Gammasphere," by Michael Simon, University of Rochester. 10 a.m., Bldg. 151, room 1209 (Stevenson Room). Foreign nationals may attend if a security plan is on file, which includes Bldg. 151. Contacts: Christine Hartmann-Siantar, 2-4619, or Bonnie McGurn, 3-2764.

**Wednesday  
19**

### ENERGY & ENVIRONMENT

"Analytical Models of Reactive Transport in Porous Media," by Yunwei Sun, Yucca Mountain Project, Environmental Science Division. 1:30-3 p.m., Bldg. 543 auditorium. Contact: Camille Vandermeer, 3-2672.

**The deadline for the next Technical Meeting Calendar is noon, Wednesday.**

Send your input to [tmc-submit@llnl.gov](mailto:tmc-submit@llnl.gov). For information on electronic mail or the news-group llnl.meeting, contact the registrar at [registrar@llnl.gov](mailto:registrar@llnl.gov).

## NEWS OF NOTE



## PERFORMANCE

Continued from page 1

employee survey.

The Integrated Performance and Pay Program is based on the following design principles:

**Simplicity** – useful and meaningful, yet simple to explain, understand and administer

**Uniformity and consistency** – greater uniformity and consistency across the Laboratory, with enough flexibility to address the business needs of each directorate

**Competitiveness** – competitive with the overall market in which we compete

**Pay linked to performance** – an employee's total contribution within the Laboratory determines his/her pay

**Accountability** – management held accountable for the effective implementation of the program.

**New suite of tools**

There are three new performance appraisal forms that will be used across the Laboratory.

- For exempt employees in the 050, 100, 200 and 300 series, the new form focuses on establishing goals and expectations, and assessing accomplishment against these.

- For non-exempt employees in the 400 and 500 series, the new form emphasizes goals and expectations in addition to a focus on general competencies.

- For managers and supervisors, the new form also emphasizes goals and expectations with an emphasis on specific leadership competencies.

Employees in the 600, 700, 800, and 900 series will not be using the new forms.

Two new supplemental forms have also been developed for use.

- Individual Development Plan (optional)
- Employee Performance Appraisal Input

**Standard appraisal period**

All employees will be assessed for the period covering 6/1/xx – 5/31/xx.

**Consistent ranking processes**

**Rank Groups:** For employees in the 200 and 300 series, five satisfactory rank groups will be established across the Laboratory. Each rank group will have descriptors that outline the general characteristics associated with that rank. Within the context of these institutional guides, each directorate will define its own set of descriptors, subject to review by the Director.

Two additional categories will be established for employees whose performance is deemed marginal or unsatisfactory. Employees in these two categories will not be included in the ranking process.

**Relative Value Ranking:** Employees in the 200 and 300 series will be ranked in a hierarchical 1-n format. Relative value ranking is a reflection of an individual's total contribution, and will be used to determine a pay target and recommended salary adjustment, as appropriate. Relative value ranking will yield a natural "clustering" of employees that will result in a correlation to the rank group characteristics.

**Absolute Value Ranking:** In FY04, employees in the 400 and 500 series will be moving to an absolute value ranking process. This means employee performance will be assessed against a predefined set of performance standards. The absolute value ranking standards are currently under development.

For FY03, the new performance appraisal forms will be used for the 100, 400, 500 series. The new ranking methodology will not be used until FY04 for these series. In the interim, the old methodology will be maintained.

**Market-anchored pay**

This year, employees in the 200 and 300 series will have pay targets based on a market-anchored, target salary curve. The curve will be developed by

## Implementation Schedule



Feb '03 Director's briefing to All Hands

Mar '03 Communication to employees continues  
Employee notice period – submit your comments & suggestions

April '03 Training for supervisors/managers

April/May '03 Provide input to your supervisor on your accomplishments

May/June '03 Performance review meeting with supervisor

June/July '03 Supervisors/managers perform value ranking

Aug/Sept '03 Supervisors/managers determine salaries

Oct '03 Employees receive ranking and salary  
New salary effective

the Compensation Division and used by all directorates within the Laboratory. Exceptions will require prior approval by the Laboratory director. Employees in the 050, 100, 400, 500, 600, 700, 800, and 900 series will use the existing methods for establishing pay in FY03.

**Enhanced accountability**

Managers will be held accountable for assessing performance and managing pay. To this end, the following will be implemented:

- Each directorate will discuss with the director its rank group descriptors and ranking methodology prior to the review cycle. This will be assessed at the end of the review cycle through the workforce review process where Directorate implementation of the IPPP will be discussed.

- The director will review cross-directorate alignment with respect to rank group descriptors, ranking methodology and pay equity. The SMC will review and align the ranking and salaries of the top contributors within the Laboratory.

- All employees responsible for conducting performance appraisals and participating in the salary management process will be trained. Additionally, managers and supervisors will be appraised on their people management effectiveness.

- A communication process will be instituted. All employees will be informed of what is expected for the coming year, how they are doing throughout the year, and how they did at the end of the year. Managers will communicate to employees their rank group at the time salary cards are distributed.

**Program elements**

Successful implementation of the Integrated Performance and Pay program depends on the following elements:

- Employees and their supervisors establishing job content, expectations and goals for the coming year

- Regular performance discussions and coaching throughout the year

- Managers being sufficiently knowledgeable of the employees' job assignments, skills, knowledge and abilities, and performance to allow them to exercise professional informed judgment in assessing their total contribution within the Laboratory

- Multiple source feedback from internal and external customers and/or contacts

- Managers being trained and evaluated in the use of the Integrated Performance & Pay Program tools (goal setting, assessment, development, ranking, rating, and pay delivery) to provide greater con-

sistency in practices

- Employees being engaged and committed to excellence in performance and continuous growth

- Responsibility for development shared between employees and their supervisors.

What follows are some answers to frequently asked questions regarding the new Integrated Performance and Pay Program.

**What is "performance management"?**

Performance management is the continuous process of relating the work individual employees do, to the goals of the organization. Its most important components are goal management, personal accountability, continuous and open feedback, employee development, management support and coaching, and recognition and reward for contribution. Performance management is an ongoing process rather than a single event.

**What is the purpose of the Laboratory's new Integrated Performance and Pay Program?**

The purpose is multi-faceted. It is the system that will be used to clarify expectations, allow for continuous feedback, and to link contribution with reward and recognition.

**Will the Lab's Personnel Policies and Procedures Manual (PPPM) change as a result of the Integrated Performance and Pay Program?**

No. The Integrated Performance and Pay Program is entirely consistent with the Lab's current policy on assessing performance for pay purposes (see PPPM Section E.I. – Performance Appraisals). The Lab's current policy may be viewed at: [http://www.r.llnl.gov/human\\_resources/RED/pppm/E\\_Performance.htm#E\\_1](http://www.r.llnl.gov/human_resources/RED/pppm/E_Performance.htm#E_1).

**Will I be given the opportunity to provide input on my performance appraisal?**

Yes. Employees will be asked to provide input to their performance appraisal for the review period. One of the new tools, Employee Performance Appraisal Input, is being included for this purpose. You will be asked to describe your key accomplishments for the review period, as well as any challenges that affected achievement of your goals. Additionally, you will be asked to recommend people to be contacted for input regarding your performance.



## CLASSIFIED ADS

See complete classified ad listings at  
<https://www-ais.lnl.gov/newsline/ads/>

### AUTOMOBILES

1998 - Chevy Blazer, 4WD, 77K miles, excellent condition. \$9,800 OBO 510-881-8536

1991 - Toyota Camry, 132K miles, 5 speed, PS, PB, PL, PW, cruise, 32mpg, \$3,000 obo 925-838-5818

1981 - CORVETTE, RARE, 4 speed, 35,000 original miles, mint condition, \$18,500, OBO 925-373-1504

2001 - Infiniti I30, 30k miles, brown, V6, lthr., CD, mnfr., excellent cond. \$23,000. 925-735-1787

1971 - Chevelle call for more information. 925-371-0911

1964 - Triumph TR4, light blue, runs, project car \$3,500 B.O. 925-634-6273

1991 - Toyota Camery. 135,000K, clean, recent tune-up, awesome stereo, new tires. Leaving for military; must sell. \$3500 OBO 925-487-5008

1993 - Mazda MX-6 Sports Coupe, 5-speed, sunroof, CD, good condition. \$3500/OBO. 925-485-1988

1987 - Mercedes 560SL, black, palomino leather, 2 tops, hoist for hard top, new tires, 132,000 miles. Looks beautiful and runs well. \$12,500. 925-625-0520

1999 - Saturn SL2-Double Overhead Cam. 98K miles-100K on warranty. Excellent condition. Fully loaded. \$6500/offer. 209-835-7941

1996 - Honda Civic EX, 86,000 miles, CD, Premium sound, moon roof. Black w/tinted windows. \$7400 OBO. 925-321-3212

1991 - Honda Accord EX 4-dr. Auto. Black w/tan int., AC, Moonroof, Power everything, Cruise control, CD/AM/FM. Family owned, 177K Mi. \$3900 OBO 925-858-6503

1999 - Nissan Altima GXE. Champaign exterior. 78k miles, auto trans, CD, a/c, cruise control. Well maintained. \$8,200. 925-968-1394

1990 - Toyota 4 runner, 195,000 miles, V6, 4x4, \$4,250.00, Also available a 1988 Acura Legend, 140,000 miles V6, \$2,750.00 925-447-5490

### AUTOMOBILE ACCESSORIES

Lexus stainless steel coffee commute mug. Brand new. \$10 (paid \$20+). 925-648-0671

### BICYCLES

Bianchi Veloce touring road bike: Campy Veloce triple, 52 inch yellow/red steel frame, wireless comp. Like new. \$700 925-634-6273

### BOATS

1970 Columbia 26 Mk II sailboat, outboard, 5 sails, head, small galley, sleeps 5, clean & fun boat. \$5,500. 925-449-2084

1996 21ft Ski Centurion falcon Sport.351 Mercruiser,tandem trailers,Cd player,Big Pole,Wakeboard Rack,low hours,great condition. \$16,800 OBO 209-833-7830

### CAMERAS

Darkroom equip. Enlarger w/filter, 2 lenses 50 & 75mm, timer, enlarging easel, dryer, safe lite, light-tight box (custom made) \$250. 510-713-1122

### ELECTRONIC EQUIPMENT

Printer Cartridge. New HP Color c1823t=23, fits Deskjet 722C. \$10. 925-456-7680

Sony WEGA KV-32XBR250, 32 inch, flat screen, stereo, PIP, front/rear audio/video inputs, S-Video and component for DVD, excellent condition, \$550 925-361-0652

Copier Minolta CS-PRO1080 A/B/Legal, collator, feeder, enlarge/reduce, on castors w/storage. Excellent Condition. Recent annual maintenance \$1,850. 925-449-2008

### GIVEAWAY

Four lengths of neon tube lights(bright pink) with power source, switch, and hardware. 925-454-1526

Wards upright 13 cubic ft freezer. 925-443-2334

Love seat. Pastel colors - light blue/gray stand out. Tweed like material. Some flaws. Will email picture upon request. 925-456-0606

gas-powered leaf blower, electric weed whacker, baby swing 925-735-0493

Water bed mattress for California king size (72x84) bed frame. Also padded rails for the sides and foot of bed frame. 925-829-2848

Table 48x32 inches, 29 1/2 inches high. Made from hollow core door. 925-443-2245

### HOUSEHOLD

Art Deco 44 inch long clear light fixture, \$25. 45 inch white 2 fixture track light, \$10 or \$30 for both. 925-454-1526

Side by side white GE Profile Refrigerator, 10 years. 20.8 cubic ft counter depth model with water/ice dispenser and trim kit. \$400 obo. 925-373-7254

Tiller--Poulan 17 inch, rear-tine, counter-rotating, 5HP, 1 yr old, only used to sod small yard. \$400 925-245-1073

Beautiful large oak computer desk and hutch. Picture available. \$600 obo 510-881-8536

Complete office set: 2 61 bookcases; 2 files, 1 cabinet, corner high-back ergo-desk; O'Sullivan ID Satin Cherry; \$800. 925-243-1033

Childs Desk & Chair, STEP2 Artmaster, \$40. Kiddio Trike, \$25. Little Tikes Toddler Swing, \$5. Red Metal Wagon, fair, \$5. 925-294-9022

Bassett diningroom table, 6 chairs, buffet, lighted china cabinet, \$150.00. Bassett 5 piece bedroom set w/mirror, \$125.00. 925-373-8181

Gently Used Pak-N-Play, Navy Blue Plaid. White, Cream, Navy Blue and Plaid Sheets. Asking \$50.00 925-640-9742

Southwestern Sofa and Chairs- lodge pole pine sofa with white or brown pads -8ft \$100 2 high quality padded chairs - southwest pattern \$250. 925-447-2697

Framed Marie Pascal limited edition watercolors of Pleasanton Hotel (before remodel) and Pleasanton Mainstreet 19 by 15 inches \$50 each. 925-447-8613

Desk, childrens size, oak solids and veneers, golden color, 3 drawers, incl. hanging file type, \$40. 925-606-6155

Two matching small couches, 60 in. wide, excellent cond., blue, \$100 each. 925-462-7276

Powered Hospital Bed: Fasco, excl cond; 7-yr old w/ remote control, mattress & egg-crate mattress cover; have photos (\$400) 925-830-5071

sofa - blue, 3 person, 2 years old, very comfortable. \$400 or best offer. 925-443-1535

Dishwasher GE Works great. \$40 925-443-6149

### MISCELLANEOUS

Honda Lawn mower. Excellent condition. Runs great. Starts on first pull. 4 years old. Gear drive. \$ 150.00. 209-823-1901

Whirlpool refrigerator \$75.00, office refrigerator \$30.00 both in working order. Washer/Dryer \$125.00 pair, in working order. 925-373-8181

Comics for sale, Will sale in sets only, mostly Punisher issues, also have certain Spider-man, Wolverine, Captain America, Hulk, Superman. 510-289-2438

Learn to type, Mavis Beacon Typing instructional CD set, for windows, \$5 925-484-4099

BART TICKETS. \$256.00 4(\$48.00) and 2 (\$32.00) of unused bart tickets for \$200.00. 925-640-9742 925-240-8224

MULTI-FAMILY GARAGE SALE; 3/8/03 8-2p.m.; Bethal Pl. Livermore, look for signs off Murrieta; tools, housewares, baby items, oak enter. unit, etc. 925-456-7972

Storage: Livermore 400+ sqft ground level storage, 24 hour access, 10 min from lab, 10 min from downtown; also suitable for storing a vehicle \$199/mo 925-784-8383

Dartboard, electronic w/cabinet. Grand master series, 8-player, 19 games. Brand new, still in box. Paid \$90. \$50. 925-648-0671

Singles Dance Saturday March 8 - 8-12pm, Rhythm Street Dance Studio - Dublin Blvd, Dublin 925-447-8613

Mariner 15 HP boat motor, ~20 hours use, \$1100. Contact: Gill Cruz 925-462-5646

Powered Wheelchair & Charger: Invacare, excl cond w/ deluxe flotation cushion, solid wheels & extra inflatables; hand pump; have photos (\$2700) 925-830-5071

Desk. 10ftx3ft, 3 sections, 2 drawers, very sturdy, \$30. 925-443-1535

Generac Generator, 15KW, Model 04188/04189 stationary unit, runs on natural gas or LP. Still in shipping crate, \$4,000 OBO 209-838-1490

### MOTORCYCLES

Harley Davidson FLHT Electra glide Standard, vivid black, 13K miles, nice ride \$14,000 OBO. 209-838-1490.

2002 - H.D. FXDL, DYNA LOW RIDER, mint condition, 5,000 miles, black, too many extras to list, \$18,500 OBO, 925-373-1504

1999 - Honda XR80. Good condition. \$1200. 209-599-2453

1991 - Kawasaki 1500cc cruiser, only 16k miles, excellent condition. Black w/pinstripes. s/bags and 2 helmets incl. \$3400 OBO. 925-245-1414

2001 - Kawasaki KLX 300. Green sticker. Upgraded exhaust, suspension, carb, steering dampner, computer, guards, etc. \$3500 925-381-0736

2002 - Kawasaki Concours. Under 7K miles, Rifle windshield, Excellent Condition. \$6K. 925-516-0927

### MUSIC INSTRUMENTS

Ibanez GBS 100 Bass Guitar/new gig bag-\$150 Ampeg BA-112 amplifier-\$400 209-835-2416

Betsy Ross piano. Good tone, owner moved and has no room for it. Ivory keys. \$400.00, obo. you pick up. 925-634-2362

### PETS & SUPPLIES

Candi's Gold Mare - 5yo TB - would make good broodmare - made money, excellent bloodlines. \$1500. 925-443-1547

Muscovy ducklings \$5/each. 209-847-8264

Free to good home - Bunny rabbit w/cage. Cute, chinchilla-like fur, one year old. Moving soon and cannot keep. 559-361-8762

55-Gallon fish tank encased in oak. Excellent condition. Lots of miscellaneous aquarium stuff. \$200/OBO. 209-602-2903

Two Albino Love Birds in a large over-sized cage. Carrying case, large bag of bird feed, etc. \$100/OBO. 209-824-2997

Nubian goats. Healthy, beautiful coloring. Too many kids this year; need to sell some. Males \$150; females \$100. 925-447-8820

Gift certificate (\$25) for Bishop Ranch Vet Center in San Ramon. \$15. 925-648-0671

FREE to good home. Spayed female Netherlands dwarf rabbit. 4 Yrs. old. Great pet. Black and tan color. 925-447-6682

Kennel, 8 feet x 16 feet, chain link fence with gate, excellent condition. \$250.00 925-455-6820

### RECREATION EQUIPMENT

Womens Ski Equipment. Head Magnum Skis 170cm w/Tyrolia 480 bindings. Raichle ski boots size 10. Used twice. \$150 takes all (poles included). 510-713-1122

Snowboard, Rossignol Nomad(162), K2 Plasma V6 bindings, Rossignol boots(11), zippered case. Used 3 times, paid over \$600, first \$300 takes all. 925-455-4528

Snowboard: 164cm Burton Floater, 26cm wide (for people with 11+ size feet). Like new: used 4 times. Sell for \$150 (\$369 retail). 925-606-5577

XC skis made by Jarvinen with new Salomon Profil SNS bindings. 205 cm. These skis have have only been used once. \$65.00. 925-447-9268

Rowing machine, \$25. Nordic track, \$50. 925-443-8789

### RIDESHARING

Express your commute, call 2-RIDE for more information or visit <http://www-r.lnl.gov/tsmp> their website.

### SERVICES

Livermore-storage at ground level, 12 min from lab, available at all hours; big enough to hold a car/pick-up, 195 per month, 430 square feet 925-784-8383

New Kitchen Cabinets at wholesale prices, We come out and design the kitchen of your dreams for Free. 510-331-9424

### SHARED HOUSING

Brentwood - -Room for rent, female, full priv, n/s, share with single mom w/pets. \$450/mo + 1/3 Util. 925-516-2331

Livermore - furnished room for rent. Mature adult. Clean/quiet. \$550.00/month. Share utilities 1/3. Deposit Required. 925-449-1128

Livermore - - Master bdrm for rent, private bath, full priv, freeway access, short trip to Lab. BART & Las Positas, N/S, no pets, \$595 & 1/2 util. 925-200-9976

One room available in two bedroom apartment across the street from labs. Rent 650 . bedroom has private bathroom and closet. Available April 1st 925-447-3483

### TRUCKS & TRAILERS

2002 - RV trailer mini blinds (various sizes), nine sets, brand new, \$45 takes all. 925-454-1526

1978 - Dodge D150 full size PU, 4 spd, <100k miles, new Alt., 8ft bed with campershell, \$2000/ OBO. 925-447-2697

1998 - Customized Chev 1/2 ton P/U Truck. Ext cab/3rd door. Low-ered/airbags/on-board compressor/custom rims. 73K miles/excellent condition. Must see \$16K 925-516-9822

1996 - Chevy C1500 Pickup 2WD V8 Silverado, 170K miles. Excellent condition - \$8,500 209-629-4983

1995 - Toyota, Tacoma, V6, 4W Drive, 38K miles, Excellent condition, \$12,000 or Best Offer. 925-447-1126

1993 - 32ft Georgia Boy Swinger Motor Home, 454 Chevy Eng, 47K, very clean, non-smoker, no pets, all standard Class A equip. plus extras, \$26,750. 925-671-0614

2001 - Dodge Ram Extended Cab. 5.2L, New tires, CD Player, tow package. \$19,500/BO--owner possibly being deployed soon. Brock 925-518-1049 925-449-8024

1964 - 3/4 ton Fleet Side Chevy. Body pretty rusty, but runs great, drive it all the time. Great weekend truck for hauling. Moving, must sell. 925-980-9087

### VACATION RENTALS

SOUTH LAKE TAHOE - 3 Bedroom 2 bath Chalet, newly remodeled, nicely furnished all amenities, close to all skiing. RESERVE NOW! 209-599-4644

5 Star Resort, Cancun Mexico, ocean view, 2 bedroom, 2 bath, full kitchen, sleeps 6. \$700.00 a week, available May 10-17 and May 17-24. 925-634-8173

### WANTED

Wheelchairs for Church/hospital in the Ukraine. Please call if you have one to donate. Thank you! 925-447-8820

moving boxes. 925-245-1414

Wanted: Local newspaper for January 31, 2003. Would like for memory book of the day my son was born. 925-449-0925

Single Parents in San Joaquin County area to join PWP. PWP is an educational and social organization for single parents and their children. Roberta 209-823-1664

Electric coffee bean grinder at reasonable price. 925-648-0671

Someone to sign up for Tradewinds ASA Sailing Certification class with me to save \$200 each. 925-249-1640

WANTED Old fishing lures and fishing related items 209-835-7140

Double size Futon, wood frame, in good condition. 510-440-1835

HOT WHEELS from the 60s 70s and 80s. If you have some in storage dust them off and give me a call. 925-325-1123

Room needed for single mom student + 1 child. Can pay up to 500/month. Clean, non smoker, good references. Desperate. 510-489-9633

WANTED: Cable box for an old TV. Call Home: 209-832-4335

Record changer (for 331/3 rpm records) in good condition. 925-957-1866

Due to space limitations, *Newsline* may withhold ads that have already run. They will still appear on the Web.

## NEWS OF NOTE



## Lab's Science on Saturday series opens eighth season in new venue

After a brief delay, the Laboratory's eighth season of Science on Saturday — featuring talks on medical technologies, forensic science and astrophysics — is set to begin Saturday, March 15 with "Harnessing Light for Medicine: Creating New Biophotonics Tools for Doctors." The lecture begins at 9:30 a.m. at the Amador Theater in Pleasanton.

Lab physicist Duncan Maitland, along with science teacher Susan Daly of the Athenian School in Danville, will focus on medical applications of light. Students will learn what light is, where it is currently used in medicine and how it might be used in the future. Maitland will also explain how different characteristics of light can cause everything from bioluminescence (like lightning bugs) to heating of tissues to cure diseases to lasers that create micro-explosions in blood vessels.

Science on Saturday is a five-week series of free 60-minute talks geared toward middle school and high school students. The series, which began in 1996, has proven to be tremen-



dously popular, drawing more than 300 students, their parents and teachers from throughout the Bay Area to each lecture.

This year's speakers represent a wide range of disciplines, including astrophysics, biotechnology, chemistry and planetary physics.

The series is co-sponsored by Livermore Laboratory and the Livermore chapter of Sigma Xi, the Scientific Research Society.

The free lectures, which cover a wide range of topics

from forensic science to massive galaxies, will be offered every Saturday, March 15 through April 12, from 9:30-11:15 a.m. All of the talks will be at the Amador Theater, 1155 Santa Rita Road in Pleasanton.

Registration is at the door and seating is available on a first-come, first-served basis, with priority given to students.

For more information on Science on Saturday and directions, check the Website (<http://education.llnl.gov/sos>) or email the Lab's Science and Technology Education Program at [education@llnl.gov](mailto:education@llnl.gov).

Here is the complete schedule for the 2003 "Science on Saturday" lecture series:

- March 15: "**Harnessing Light for Medicine: Creating New Biophotonics Tools for Doctors**," by Duncan Maitland, LLNL science researcher, and science teacher Susan Daly of Athenian School, Danville.

- March 22: "**Catching the Bad Guys: Forensic Science and its Application to National Security**," by LLNL scientist Glenn Fox and biology teacher Kirk Brown of Tracy High School.

- March 29: "**How Astronomy Has Influenced Ancient Cultures: The Study of Archeoastronomy**," by LLNL scientist Dave Dearborn and teacher Josh Holtzman of Monte Vista High School, Danville.

- April 5: "**Building Molecules to Kill Cancer: Radiation Therapy**," by LLNL physicist Christine Hartmann-Siantar and science teacher Sarah Palmer, Tri-Valley Regional Occupational Program.

- April 12: "**BRIGHT Lights, BIG City: How the Most Massive Galaxies and Black Holes Live Together**," by research astronomer Wil van Breugel of LLNL's Institute of Geophysics and Planetary Physics, and science teacher Lawrence Dean of Athenian School.

## Engineering conference spotlights successes

The Engineering Directorate will hold a conference, "Engineering Opportunities in the 21st Century," this Wednesday and Thursday in the Bldg. 123 auditorium.

Last year's 50th Anniversary celebration gave the directorate the opportunity to review the successes experienced during the Laboratory's first 50 years and demonstrated the numerous contributions made by engineers and the Engineering Directorate.

Now, the directorate wants to take it a bit further and look to the future and answer questions such as: What about the next 50 years? Where is technology going? What are the programs' needs? What are the new programs? What needs to be developed and refined to prepare for thrusts in the next 10, 20 or even 50 years?

To help answer these questions and prepare for the future, Engineering is sponsoring the two-day conference.

Speakers include leaders in the Laboratory's programs, Engineering, national-level programs

and technologies. The conference will feature keynote addresses from three noted guest speakers: Kris Pister, associate director for Berkeley Sensors & Actuator Center at UC Berkeley; Alice Agogino, Roscoe and Elizabeth Hughes professor of mechanical engineering at UC Berkeley; and Alan Shaffer, director of plans and programs for the Office of the Director in the Defense Research and Engineering division of the Department of Defense.

In addition, four panel sessions covering national security, homeland security, information technology, and science and technology will be included. Panelists will consist of leading visionaries from the Laboratory's major programs. A poster session is also planned in the Bldg. 132 lobby at the end of each day, featuring futuristic ideas applicable to the Laboratory's programs and mission.

Employees are encouraged to attend to learn and share in Engineering's future opportunities.

For more information, contact Sherene Goulart at 2-1923.

## NewsOnLine Now still a work in progress

A new Web-based *NewsOnLine* made its debut this week, offering graphic enhancements.

As with any new communication medium that changes the way news is distributed at the Lab, the new look for *NewsOnLine* comes with some unanticipated "bugs."

Two of the biggest issues were that the Web address in the email is not hyperlinked and readers offsite report that they are unable to access the Website.

Users of Eudora should note that settings may need to be set to allow direct Web access by double clicking. Please consult your computer technical support. Also, once the bugs that invariably accompany the creation of a new Web publication have been worked out, *NewsOnLine Now* will be posted "live" for easy access by



those who may be off site.

*NewsOnLine Now* was created not only to provide graphic enhancements, but also to offer more options and links to other information sources frequently used by employees.

Submissions to *NewsOnLine* grew steadily over the years and it became difficult to accommodate the needs of all the organizations that have come to rely on this twice-weekly electronic newsletter.

The editorial staff that puts *NewsOnLine Now* together thanks those of you who have provided helpful feedback and asks employees to stay with us while we work out the bugs and complete the transition to a live posting.

## BRIEFLY

### University Collaborative Research Program request for proposals

Laboratory researchers are encouraged to notify their university counterparts to submit proposals for funding by the University Relations Program (URP).

URP funds collaborations between LLNL researchers and faculty from campuses of the University of California and other universities that have the potential for unique collaborations.

Major objectives of the University Collaborative Research Program (UCRP) are to encourage original work that has the potential to significantly impact research in areas of LLNL missions and to train future Laboratory employees and faculty members with specialization in these areas.

For information on submitting proposals, see the UCRP Website, <http://www.llnl.gov/urp/ucrp>, or contact Harry Radousky at [radousky1@llnl.gov](mailto:radousky1@llnl.gov).

### New way to obtain calling cards

The Directory Services and Administrative Support unit, within UTel, now manages all calling card requests for LLNL.

To obtain a Laboratory calling card, visit the UTel Web site calling card information page at [http://www-tsdr.llnl.gov/Calling\\_Cards/service\\_information.htm](http://www-tsdr.llnl.gov/Calling_Cards/service_information.htm).

Supplemental employees and participating guests must have authorization from a department head. For more information, contact a calling card administrator at 4-CARD, or at [calling-cards@llnl.gov](mailto:calling-cards@llnl.gov).

## VALUES

Continued from page 1

the Laboratory's teamwork stands behind each accomplishment, each mission.

Yet that teamwork ethic could not endure were it not for the individual initiatives that contribute to any project as a whole. Individual initiative sometimes happens even before there is a clear need for a team. Micro-impulse power radar, extreme ultraviolet lithography, and the glucose sensor are just a few of the Lab's successes borne from individual initiative.

These individuals generate out-of-the-box ideas that drive the need for a team to flesh out the ideas and then to execute. Once a team has been formed, the team roles shift, beginning with the early brainstorming phase, where the creative and flexible-minded person takes the lead. This could be the originator of the idea or someone else. As the need for clear vision becomes important, the big-picture decision maker takes over. Next comes the detail-oriented organizer, who creates a course of action from the vision. The task-oriented person then adapts the plan and makes it a reality. Meanwhile, the process personnel provide essential planning and guidance related to conducting the project safely and securely.

Teamwork cannot prevail without this collection of individual initiatives, and at the same time, one person cannot do it alone. Teamwork is a social contract and works better than a hierarchical structure because everyone participates in the agreement. This contract is reinforcing and motivating, because it taps into the social nature and human need to belong to and be part of a meaningful effort — a winning team. A social contract provides the ability to be flexible or adaptable to changing circumstances, and working as a team allows individuals to fire on all cylinders, rather than concentrate on the ideas of one team member. Flexible teams mean easily adding additional experts for safety, security, procurement, etc.

in response to changing external requirements.

Our Laboratory has always had great teams consisting of "rational revolutionaries" who believe they can change the world, who won't listen to "it can't be done." These are teams of idealists who have passion for what they do and how they do it. Individually they come to the Laboratory to pursue big science, whether they provide the safety and security framework for the science, the resource management, the infrastructure in which to perform, or the technical ideas behind the new breakthrough. Each person contributes in some way to the overarching goals of the team; each member brings strengths that contribute to the big picture.

This ability to foster teamwork while acknowledging the individual has been one of the success stories of the Laboratory. It may have started on a rocky path back in the 1950s, when the first weapons tests of the Laboratory failed miserably, leading our counterparts at other labs to question our approach. Rather than point fingers at individual effort, the Lab chose to let teamwork prevail. By combining flexibility, independence, competition and creativity, the Lab found a way to balance individual initiative with teamwork, creating a scientific and technological powerhouse.

Today our multidisciplinary teams distinguish us

from other labs. These teams help us create new discipline science to meet program needs. Teamwork while preserving individual initiative gives us the organizational muscle to tackle new issues, in addition to giving us multiple viewpoints/approaches to produce high-quality results and optimal solutions. The ability to integrate across many different dimensions — scientific disciplines, engineering and technology, security, intelligence, safety, procurement, facilities, and myriad programs — is the hallmark of this Lab.

Our history is full of stories in which we successfully integrated and engineered advanced concepts to produce cutting-edge science and technology. From the building of the Polaris missile to pathfinding innovations in biotechnology, climate studies and laser science; from assembling the world's most powerful computers to finding new sources of energy; from advanced optics that look far into space to micro medical technologies that address national health needs — the Lab's balance of teamwork while preserving initial initiative has produced a long and distinguished list of results.

Successes such as these can only serve to strengthen multidirectorate collaborations to maintain our scientific and technological edge. Teams drive innovative effective solutions to complex problems. Teamwork borne from individual initiative was a vision set for us 50 years ago. Today that vision remains as clear as ever.

## We value

- Passion for Mission
- Integrity and responsible stewardship of the public trust
- Simultaneous excellence in science & technology, operations, and business practices
- Balancing innovation with disciplined execution
- Teamwork while preserving individual initiative
- Intense competition of ideas with respect for individuals
- Treating each other with dignity
- A high-quality, motivated workforce with diverse ideas, skills, and backgrounds
- Rewarding and recognizing performance
- Commitment to the collective success of the Laboratory

## NEUTRINO

Continued from page 1

tems, the stars' orbit periodically brings them closer together to a point where the strong gravity from the neutron star can steal gas from the companion. The transfer of gas onto the neutron star (accretion) is a turbulent event that shines brightly.

Torres and his colleagues observed that during the 110-day orbital period of A0545+26 — a nearby and well-studied X-ray binary — high energy neutrinos can be produced during approximately

50 days of that cycle in fluxes that are above and beyond the background noise of neutrinos expected at Earth. A0535+26 would then appear as a periodic source of high-energy neutrinos, Torres said.

"This is the first time we've shown that accreting X-ray binaries can be a periodic neutrino source which can be detected by the next-generation telescopes," said Torres who works at the Lab's Institute of Geophysics and Planetary Physics.

Torres along with scientists from Northeastern University, Instituto Argentino de Radioas-

tronomia and the Max Planck Institut fur Kernphysik will present their research in the upcoming May 20 edition of the *Astrophysical Journal*.

Neutron stars have long been viewed as physics laboratories in space because they provide insights into the nature of matter and energy. Torres and his colleagues believe that astronomers will be able to use IceCube — a one-cubic-kilometer international high-energy neutrino observatory being built and installed in the deep ice below the South Pole — to detect the neutron star neutrinos.

"IceCube could show how an accretion disc in A0545+26 periodically forms and disappears as the two stars orbit each other," Torres said. "The neutrinos from this disc would overwhelm those from any other neutron star system we know."

The team suggests that studying the A0545+26 disc is just the beginning of multiparticle astronomy, where photons in all wavelengths and neutrinos are detected at the same time.

The upcoming journal article is now available at <http://mentor.llnl.gov/abs/hep-ph/0211231>.

## PERFORMANCE

Continued from page 5

### Is my supervisor required to contact the people I list for performance appraisal input?

The names you provide should be people who have direct knowledge of your performance. They may include peers, subordinates, and customers either internal or external to the Laboratory. The objective is to receive meaningful feedback on your performance from multiple sources. Supervisors must exercise informed judgment in selecting the best sources for this purpose. This may include a combination of people you identify as well as others.

### Why does the exempt employee appraisal form not include a competency assessment section?

It is intended that exempt employees will be assessed on their competencies. However, the exempt form will be used for many jobs across the Laboratory with vastly different competencies. The form, as designed, allows supervisors flexibility to assess job specific competencies under Section II (Accomplishments and Supervisor Assessment) in a narrative format.

The competencies required for effective supervision and management are fairly consistent across occupations; therefore, a standard set of competencies has been developed. Additionally, the specific competencies for supervisors/managers are responsive to feedback from the employee survey.

### Are the competencies weighted?

Weighting of the competencies is not required.

However, different organizations may assign weights based on their specific business needs.

### Why do we have a single system?

One system provides greater uniformity and consistency across the Laboratory. And a single system better ensures Laboratory employees understand the system and the value it brings to the institution.

### Why are we continuing ranking?

We believe ranking is the best way to ensure correlation between an employee's total contribution and rewards, and it supports our value of providing merit-based pay. In addition, in benchmarking other national labs and top R & D organizations ranking was found to be the prevalent practice.

### Why do we need Relative Value Ranking? How will job, SKA's and performance be valued?

Relative value ranking measures total contribution. Total contribution assesses how well and how much an employee contributes, relative to others, bringing individual expertise to bear in the work performed. The process of assessing total contribution takes into account the complexity and impact that the job and employee performance have on the goals and objectives of the Laboratory, Directorate, Department or Division. Thus, the best way to correlate contribution and value is to use a relative ranking process. There is no mandated weighting for job, SKA's or performance.

For additional questions and answers on the Integrated Performance and Pay Program, go to <http://www-r.llnl.gov/IPPP/>.



Newsline  
UC-LLNL  
PO Box 808, L-797  
Livermore, CA 94551-0808